



FOI REF: 25/302

15<sup>th</sup> May 2025

Eastbourne District General Hospital

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Eastbourne  
East Sussex  
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Tel: 0300 131 4500  
Website: [www.esht.nhs.uk](http://www.esht.nhs.uk)

## FREEDOM OF INFORMATION ACT

I am responding to your request for information under the Freedom of Information Act. The answers to your specific questions are as follows:

**I'm writing to request information about complaints submitted by the midwives, nurses and doctors working at your trust.**

**From 1<sup>st</sup> January 2023 up to and including 15<sup>th</sup> April 2025, can you please tell me the following:**

- 1) The number of grievances submitted by midwives, broken down into the nature of the complaint, including but not limited to:**
  - a) Bullying and harassment.**
  - b) Work relations.**
  - c) Terms and conditions of employment.**
  - d) Health and safety.**
  - Please break this down by year and month.**
  - For “bullying and harassment” and “work relations” (above) please provide us with the Trust’s summary of each grievance submitted by midwives and, where relevant, the outcome. Where necessary, please remove identifying details.**

Section 17 Notice of Refusal – Sections 38(1) and 40(2) applied.

The information you have requested is exempt under section 38(1) of the Freedom of Information Act 2000. Information is exempt information if its disclosure under this Act would, or would be likely to:

- (a) endanger the physical or mental health of any individual, or
- (b) endanger the safety of any individual.

We have concluded that due to the low numbers, disclosure could have a detrimental effect on an individual's staff mental health and wellbeing.

In this instance, we consider that the public interest in withholding the information is greater than the public interest in disclosing the information.

I can confirm that we hold this information, but it is exempt under section 40(2) of the Freedom of Information Act 2000 – Personal Information of third parties. This is because this information may allow the identification of individual staff members due to the small number and disclosure would breach the principles of the Data Protection Act.

This is an absolute exemption and there is, therefore, no requirement to consider the public interest.

**2) The number of grievances submitted by doctors. Please break this down by year.**

Please see attached document – '25-302 Declaration'.

**3) The number of grievances submitted by nurses. Please break this down by year.**

Please see attached document – '25-302 Declaration'.

If I can be of any further assistance, please do not hesitate to contact me.

Should you be dissatisfied with the Trust's response to your request, you have the right to request an internal review. Please write to the Freedom of Information Department ([esh-tr.foi@nhs.net](mailto:esh-tr.foi@nhs.net)), quoting the above reference, within 40 working days. The Trust is not obliged to accept an internal review after this date.

Should you still be dissatisfied with your FOI request, you have the right of complaint to the Information Commissioner at the following address:

The Information Commissioner's Office  
Wycliffe House  
Water Lane  
Wilmslow  
Cheshire SK9 5AF

Telephone: 0303 123 1113

Yours sincerely

Freedom of Information Department  
[esh-tr.foi@nhs.net](mailto:esh-tr.foi@nhs.net)

**FOI 25/302 - East Sussex Healthcare NHS Trust**

		2023	2024	2025
1	No. of grievances by midwives a) B & H (inc summary & outcome) b) work relations (inc summary & outcome) c) T & C's d) health & safety	Sections 38(1) and 40(2) applied, please see letter.		
		2023	2024	2025
2	No. of grievances by Dr	1	4	0
3	Number of grievances by Nurses	14	16	6